

## Question: 1

What are the two elements of compensation?

- A. Fixed, Variable
- B. Discretionary, fixed
- C. Fixed, Changeable
- D. Discretionary, Non-Discretionary

**Answer: A**

## Question: 2

What is fixed pay?

- A. Non-discretionary compensation that does not vary according to performance or results.
- B. Non-discretionary compensation that varies according to performance or results.
- C. Compensation that never changes
- D. Compensation that is targeted only to certain groups.

**Answer: A**

## Question: 3

What is variable pay?

- A. Compensation contingent on discretion.
- B. Compensation contingent on performance.
- C. Compensation that changes regularly
- D. All of these answers.

**Answer: D**

## Question: 4

The design process for a Total Rewards Program begins with:

- A. The corporate mission or vision
- B. Analyzing the program
- C. Program design

D. The corporate strategy

**Answer: A**

### Question: 5

Compensation philosophy can best be described as:

- A. What the organization believes about how people should be payed
- B. Socrates' ideas about compensation
- C. The principles that guide the design, implementation and administration of a compensation program
- D. Test maker is stupid and tricky comrade. Brak this.

**Answer: A**